



## Memorandum

To: Amanda Holland, Acting DOA Commissioner

From: Jared Goecker, DOPLR Deputy Director

Date: April 1, 2021

Subject: April 2021 collective bargaining update with the Supervisory Unit (SU), represented by the Alaska Public Employees Association (APEA).

### **Introduction:**

The purpose of this memo is to increase public awareness of ongoing collective bargaining processes between the State of Alaska (State) and APEA, which agreed prior to the commencement of negotiations that there may be updates to the public on the status of those negotiations. The parties also agreed to a mutual understanding that negotiations would take place at the bargaining table and not in the media.

During the month of March, the parties exchanged substantive proposals and supposals covering a wide range of articles and issues. The State proposed/supposed 2 total contract packages intended to increase efficiencies and reduce the cost of State government. APEA proposed 2 total contract packages as well. The State and APEA did not come to tentative agreement on any articles this month.

### **Bargaining Dates:**

The State's bargaining team met virtually with APEA on March 9<sup>th</sup>, 18<sup>th</sup>, 19<sup>th</sup>, and 24<sup>th</sup>.

Next month's bargaining sessions are set for April 2<sup>nd</sup>, 8<sup>th</sup>, 9<sup>th</sup>, 22<sup>nd</sup>, 23<sup>rd</sup>, 29<sup>th</sup>, and 30<sup>th</sup>.

### **Proposals Exchanged:**

During the month of March, the State offered a package<sup>1</sup> supposal<sup>2</sup> and a package proposal encompassing the entire contract:

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<sup>1</sup> A package proposal means the articles in the package are either agreed upon as a package or rejected as a package.

<sup>2</sup> Supposals are non-binding upon the offeror.

- State to APEA Package Supposal 1 (offered on March 18<sup>th</sup>)
  - Book Articles: 2, 14, 19, 20, 26, 27, and 32.
  - The State offered new language that either incorporated aspects of a previous APEA proposal or was an article that had not been proposed yet by either party in Articles 4, 6, 9, 16, 18, 24, 28, and 37.
  - The Union would accept the State’s previous proposals in Articles: 8, 11, 17, 29, and 30.
  - **Monetary terms: -1%/-1%/-1% over the life of the contract.**
  
- State to APEA Package Proposal 1 (offered March 24<sup>th</sup>):
  - Book Articles: 2, 14, 19, 20, 25, 26, 27, and 32.
  - The State offered to accept APEA’s March 19<sup>th</sup> proposal in Article 21.
  - The State offered new language that either incorporated APEA concerns or previous proposals in Articles 4 and 28.
  - The Union would accept the State’s previous proposals in Articles: 6, 8, 9, 10, 11, 16, 17, 18, 24, 29, 30, and 37.
  - **Monetary terms: -1%/-1%/-1% over the life of the contract.**

APEA made proposal and supposal offers on standalone articles as well as packages; near total contract supposal offer:

- APEA to State Package Supposal 1 (offered on March 9<sup>th</sup>):
  - Book Articles: Articles 2, 4, 8, 10, 11, 14, 16, 17, 18, 19, 20, 26, 27, 29, 30, 32, 37
  - The State would accept APEA’s previous offers in Articles 6, 24, 25, and 28.
  - The Union would accept the State’s language partially in Article 21.
  - **Monetary terms: 3%/1%/1% wage increases in addition to a Supervisory Step Advancement of 3.75% in the first year for a total of an 8.75% increase over the life of the contract.**
  
- APEA to State Package Proposal 1 (offered on March 19<sup>th</sup>):
  - Book Articles: 2, 8, 10, 11, 14, 16, 17, 19, 20, 26, 27, 28, 29, 30, and 32.
  - The State would accept APEA’s language (that included accepting aspects of State language in 18 and 21) in Articles: 6, 9, 18, and 21.
  - The Union would accept the State’s proposed language in Article 37.
  - **Monetary terms: 3%/1%/0% wage increases in addition to a Supervisory Step Advancement of 3.75% for a total of 7.75% increase over the life of the contract.**

### Articles with Tentative Agreement:

There were no articles tentatively agreed upon during the month of March.

### Conclusion:

Individuals interested in reading the SU collective bargaining agreement can access this and every State union contract [here](#). The State intends to publish updates once a month at or around the beginning of the month throughout the duration of this negotiation cycle.